

BUILDING OPPORTUNITY

The Missouri Department of Transportation's newsletter for Disadvantaged Business Enterprises

On-the-Job Training Supportive Services Trainee Spotlight

Every year, MoDOT solicits bids for providing On-the-Job Training Supportive Services. The main goal of this program is to introduce minorities and women to construction careers and give them the tools, resources and training they need to be successful in the industry. One of those programs has been BUD, Building Union Diversity, located in St. Louis, MO. One of BUD's 2018 pre-apprenticeship program graduates, Deric Mills, obtained employment as a laborer for Ceco Concrete, where he was able to work on the new Ballpark Village expansion in downtown St. Louis last summer.

When Deric graduated from the BUD program, he did not have a vehicle; however, once he received his letter of intent from Ceco, BUD provided him with transportation to and from work through their Lyft pilot program. Deric used Lyft during his first month of employment. During that time, he obtained his Missouri driver's license, put money away for a new vehicle and was then able to secure a car loan through one of BUD's partners - the St. Louis Community Credit Union. Deric was also assisted by his referring agency, Fathers Support Center, who helped him with the cost of

license plates and sales taxes.
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Deric Mills, graduate of Building Union Diversity's Heavy Highway Construction pre-apprenticeship program, is presented with the keys to his new truck he was able to purchase after securing employment.

OJT Supportive Services *(continued)*

In his own words, Deric says of the pre-apprenticeship program: "The BUD program gave me insight into the different trades, and, more importantly, it gave me a fresh start. The best part was it gave me a direct connection to people who were there to offer us jobs. It gave me a second chance, and I actually got to choose who I wanted to work for. I'm working 10-

hour days now at Ball Park Village for a major concrete contractor, and I'm dead tired at the end of the day - I love it. I'm due at work at 6 a.m., but this morning I was there by 5:05.

"Being able to use Lyft really kept the stress load down on how I'd get to work. It was a huge help. A lot of people don't have the credit to get a loan. I'm so grateful

to have had the help to get the loan and be able to purchase my truck. Now my career can go as far as I'm willing to take it. There's no reason for me not to continue to grow. I'm a workaholic, and I intend to make use of every opportunity. I can't thank you all enough." ■

MoDOT is committed to the small business community

With responsibility for Missouri's 33,856 miles of highways and roads, and 10,403 bridges, MoDOT depends on numerous business partners. MoDOT seeks to do business with Missouri's businesses, including small businesses for a wide range of services and materials.

"MoDOT seeks workforces that look like the communities we serve," states MoDOT's Chief Engineer, Ed Hassinger. "It's never one thing; all pieces need to work together." MoDOT is committed to helping ensure that small, minority and women-owned businesses can succeed. MoDOT is committed to diverse contracting.

Since 2009, 210 DBE firms have participated in MoDOT Supportive Services' Entrepreneurship Training Program, where firms are invited to work on their business in a classroom environment. Components include developing business strategies, managing operations for growth, charting

financial performance and presenting a business plan.

“MoDOT seeks workforces that look like the communities we serve.”

The DBE program is administered by MoDOT's External Civil Rights Division. The overall goal of the program is to provide opportunities to participate in the economic benefits of highway construction, maintenance and improvements to small businesses owned and operated by socially or economically disadvantaged individuals. ECR provides Supportive Services programs for DBE firms, including assessment of DBE needs, DBE consultation, coaching and technical assistance, classes, seminars and workshops.

MoDOT is committed to public engagement. MoDOT ECR Supportive Services Division

conducts seminars on "How to Do Business with MoDOT" regularly - most recently at the St. Louis Community College William J. Harrison Community Center in the Jeff-Vander-Lou neighborhood of St. Louis. Topics include: "DBE Certification," "MoDOT Contracting Opportunities," "Contract Letting Information," "MoDOT ECR Supportive Services Assistance" and "Small Business Strategies." ■



If you are interested in participating in any of these seminars, please see our Supportive Services web page for more information at modot.org/supportive-services.

Stephanie Johnson, J&R Concrete Services, LLC



I am Stephanie Johnson, President and Co-Owner of J&R Concrete Services, LLC. A DBE & WBE Certified saw cutting company in the St. Louis area. Although being a concrete cutter may not have been my childhood dream, being an entrepreneur and

helping people was. In February 2015, my brother-in-law Rod Rouse and I became partners and were able to fulfill that dream.

The answer to the question of why we do what we do is explained in our Mission Statement: J&R provides saw cutting services in order to create a valuable partner in the local construction industry while providing stability to our family and

employees, both professionally and personally. Our non-negotiable values: integrity, reliability and family are what set us apart from our competitors. J&R's customers and employees will always come before the company's bottom line.

I had identified a need in the local market for a well-run, professional and reliable concrete cutting company. With Rod's 20+ years of sawing experience, and my Certified Financial Planning and business background, I thought we could do just that. Three years later, our dream has been validated. We have been fortunate enough to work on projects for MoDOT, MSD, American Water, the City of St Louis and Lambert Airport with General Contractors such as Pace Construction Company, Millstone Weber, Gershenson Construction Company, Inc. and Kozeny Wagner Construction to name just a few. Our year over year growth since 2015 is 74 percent and 56 percent respectfully, and 40 percent projected growth for 2018. ▀

Suggestions for building and maintaining a successful DBE business *By Philips & Associates, Inc.*

DBE firms have benefited from many programs provided by MoDOT's External Civil Rights DBE Supportive Services division. In addition to training programs (Entrepreneurship Training Program and Advanced Contractor Training), several seminars and workshops are offered annually. Recent programs have included: "Understanding Joint Venturing and Strategic Alliances" and "Leading at the Speed of Growth: taking your firm to the next level through entrepreneurial growth."

At a recent program, "Strategies for Growth and Capacity Building," a roundtable with DBE firms who are alumni of DBE Supportive Services training programs provided these tips for success:

- Have a desire for discovering your current strengths.
- Whether starting a business or building a business, develop and maintain an active business plan.
- Know your vision - identify your goals and timeline for achievement.

- Have a plan for how will you market your products and services.
- Know how to obtain financing for start-up or growth.
- Maintain good records.

Over the years, prime contractors have participated in the Entrepreneurship Training Program as guest lecturers. Here are some prime contractor expectations:

- Provide flawless execution of the work – that means everything the plans and specifications call for.
- Have competent supervision – capable of successfully scheduling, planning and executing the work.
- Have a safety program.
- Monitor quality on a continuous basis – document both the positive and negative situations; communicate issues proactively.
- Be timely in all aspects of work. ▀



Safety Improvements Design Build Project - St. Charles/ Franklin Counties

The Safety Improvement Design Build Project (Franklin & St. Charles Counties) was completed in December 2018 with residual work to resume on Route 61 in February 2019. There were two DBE goals for the project. The Design goal is 20 percent and the construction goal is 14 percent. The construction DBE firms were D & S Fencing Company Inc., Freedom Fence LLC, Site Systems Landscaping LLC, Tramar Contracting Inc., Havin Material Services and Cathy McDaniel Trucking. The Design DBE firm was Engineering Design Source Inc. The federal workforce goal for the Franklin and St. Charles County is 14.7 percent minority and 6.9 percent female. ▀



Champ Clark Bridge Design Build Project – Louisiana, MO

The Champ Clark Bridge Project will be completed in Fall 2019. There are two DBE goals for this project. The Design goal is 16 percent and the Construction goal is 12 percent. The DBE firms utilized on this project are as follows: Pangea Inc., PJR and Associates, D & S Fencing Company Inc., Tramar Contracting, Silver Eagle Construction Products Inc., XL Contracting Inc. and Olivetti Enterprises, LLC. The design DBE firms are TSI Engineering, Civil Design Group Inc. and HG Consultant Inc. The federal workforce goal

for Pike County is 3.1 percent minority and 6.9 percent female.

Additionally, the Champ Clark Bridge Project will be hosting a Construction Career Day for local high school students from both Missouri and Illinois on Friday, March 8, 2019. The Construction Career Day will include a project tour, exhibits and guest panelist with leaders in the construction industry. For more information, please contact Lynne Tavernaro at 573-560-7500. ▀



Illinois Department
of Transportation



MASSMAN
CONSTRUCTION CO.



MoDOT, IDOT,
and Massman
Construction
Co. are hosting
a Construction
Career Day to

provide local
high school
students with
an opportunity
to explore
professional
and craft
careers in the
industry.

CONSTRUCTION CAREER DAY

MARCH 8, 2019

Our design-build project team will guide students through exhibits and provide them with a tour of the project site.

Students will talk with individuals currently working in the construction industry in an open panel format, and have opportunities to examine equipment and get hands-on experience using tools.

When: 9 am to 2 pm

Where: Elks Lodge - 120 N. 5th Street, Louisiana, MO 63353

Contact: Lynne Tavernaro - 573.560.7500 / LTavernaro@massman.net



BUILDING OPPORTUNITIES

2019 MODOT CIVIL RIGHTS
COMPLIANCE/DBE TRAINING SYMPOSIUM

BUILDING UPON A FOUNDATION OF WORKFORCE AND BUSINESS DIVERSITY



APRIL 24-25, 2019
EMBASSY SUITES ST. CHARLES
2 CONVENTION CENTER PLAZA, ST. CHARLES, MO 63303

REGISTRATION IS OPEN!

Sign up today at www.modot.org/building-foundation-workforce-and-business-diversity

UPCOMING CONSTRUCTION CAREER DAY EVENTS

**Champ Clark Bridge Construction Career Day – Missouri Elks Lodge,
Louisiana, MO**

March 8, 2019, 9:00 a.m. – 2:00 p.m.

**Construction Career Day – Mathewson Exhibition Center, Missouri
State Fairgrounds, Sedalia, MO**

April 5, 2019

Build My Future – Ozark Empire Fairgrounds E-Plex, Springfield, MO

April 17, 2019

www.buildmyfuture.net

iBuild – Bartle Hall, Kansas City, MO

April 18, 2019

nice-kc.com/ibuild



DBESYMPOSIUM

MissouriBUYS

As of April 2017, the State of Missouri consolidated all state agency procurement onto one site: MissouriBUYS. Since that time, registering on the site has been highly encouraged; however, there are still many businesses that could stand to benefit but have not yet registered. MissouriBUYS includes an electronic bidding system, which replaced MoDOT's previous method of posting solicitation opportunities online. Through this system, once vendors are registered, they will be emailed about bidding opportunities in the types of work/services that they indicated they are able to provide. To get registered as a vendor in

MissouriBUYS, firms can follow the instructions below:

Please visit missouribuys.mo.gov and complete the Vendor Registration. Registration will need to be completed to become established as a vendor for the State of Missouri and must be completed before any payment for goods or services can be made. Also, remember to complete the ACH-EFT Payment Information area as well to expedite the receipt of any payment(s). For assistance, please call 573-751-3491 or email WebProcure.Support@perfect.com.

Prior to starting the registration, please make sure to have the following information available:

- Organization's Taxpayer ID Number (TIN)
- Business Type (Corporation, LLC, Sole Proprietorship, etc.)
- Email Address
- ACH-EFT Payment Information
- Internal Revenue Service W-9 Form, Request for Taxpayer Identification Number (TIN) and Certification

2019 Civil Rights Contractor Compliance/DBE Training Symposium "Building Upon the Foundation of Workforce and Business Development"

MoDOT will host its annual External Civil Rights Contractor Compliance/DBE Training Symposium "Building Upon the Foundation of Workforce and Business Development" on Wednesday, April 24 and Thursday, April 25, 2019 at the Embassy Suites by Hilton St. Louis-St. Charles Hotel located at Two Convention Center Plaza, St. Charles, MO 63303.

This year, the External Civil Rights Division team will offer an exciting and informative conference packed with educational forums and sessions. The primary goal of the training symposium is to bring together the Disadvantaged

Business Enterprise community and MoDOT stakeholders in a positive and empowering environment to learn from the knowledge and experience of subject matter experts in the transportation industry and each other.

With MoDOT's ongoing commitment to ensure a level playing field and obtain increased participation in the transportation industry for minorities and women, the symposium will host a networking reception. Fostering relationships are key to successfully increase contracting work and obtaining diverse workforces. The Civil Rights

and DBE Training Symposium will be the opportunity to work toward improving and obtaining these objectives.

Registration is open. Please visit our website: www.modot.org/building-foundation-workforce-and-business-diversity. ▀

**Please contact the
ECR Division at 573-
526-2978 if you have any
questions regarding the
upcoming events.**

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*All Specialists conduct and administer DBE Certifications, Annual Updates, EEO Compliance Reviews, Workforce JSP, goal setting and community outreach in their respective districts.

If you're a DBE firm, please review the MRCC DBE Directory to verify all contact information is current. Future communications such as the newsletter, bidding opportunities, program updates/changes, etc. will be sent electronically to the email address on file. If corrections are necessary or if your firm cannot receive information electronically, please send an email to dbes@modot.mo.gov, call (573) 526-2978 or fax (573) 526-0558.

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